



Abuse & Harassment Policy

Deep Blue Athletics Ltd.(DBA) is committed to a healthy, harassment-free environment for everyone involved in our programs. DBA has developed a policy intended to prevent harassment of any type and is designed to deal quickly and effectively with any incident that might occur.

Definition of Harassment

Harassment occurs when a DBA owner, coach, volunteer, parent or athlete is subjected to unwelcome verbal or physical conduct because of race, religious beliefs, colour, place of origin, gender, mental or physical disability, ancestry, marital status, family status or source of income. Alberta human rights laws prohibit harassment in the working environment on these grounds.

Examples of harassment which will not be tolerated are: verbal or physical abuse, threats, derogatory remarks, jokes, innuendo or taunts about any person's appearance, religious beliefs, colour, place of origin, mental or physical disabilities, ancestry, marital status, family status, source of income or gender. DBA will also not tolerate the display of pornographic, racist or offensive signs or images, practical jokes that result in awkwardness or embarrassment, unwelcome invitations or requests, whether indirect or explicit.

Definition of Sexual Harassment

Sexual harassment, being discrimination on the grounds of gender, is a violation of the **Alberta Human Rights, Citizenship and Multiculturalism Act**. Unwanted sexual advances, unwanted requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term of, or condition of, an individual's employment; or
2. submission to, or rejection of, such conduct by an individual affects that individual's employment.

Sexual harassment can include such things as pinching, patting, rubbing or leering, "dirty" jokes, pictures or pornographic materials, comments, suggestions, innuendoes, requests or demands of a sexual nature. The behaviour need not be intentional in order to be considered sexual harassment.

All harassment is offensive and in many cases it intimidates others. It will not be tolerated within our association.

A) Procedure

If you are being harassed:

1. Tell the harasser his/her behaviour is unwelcome and ask him/her to stop. If you do not feel comfortable speaking with the harasser speak with a coach or owner.
2. Keep a record of incidents (date, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to file a complaint, but a record can strengthen your case and help you remember details over time.
3. File a complaint. If, after asking the harasser to stop his/her behaviour, the harassment continues, report the problem to either Deanna Kibblewhite or Heather Rosenthal.

You also have the right to contact the Alberta Human Rights and Citizenship Commission to file a complaint of sexual harassment and, if circumstances warrant it, a charge of assault may be filed with the police

B) Dealing with a complaint

1. Once a complaint is received, it will be kept strictly confidential. An investigation will be undertaken immediately and all necessary steps taken to resolve the problem. If appropriate, action taken may include conciliation.
2. Both the complainant and the alleged harasser will be interviewed, as will any individuals who may be able to provide relevant information. All information will be kept in confidence.
3. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately. Discipline may include suspension or dismissal, and the incident will be documented in the harasser's file. No documentation will be placed on the complainant's file where the complaint is filed in good faith, whether the complaint is upheld or not.
4. If the investigation fails to find evidence to support the complaint, there will be no documentation concerning the complaint placed in the file of the alleged harasser.
5. Regardless of the outcome of a harassment complaint made in good faith, the employee/athlete lodging the complaint, as well as anyone providing information, will be protected from any form of retaliation by either co-workers or superiors. This includes dismissal, demotion, denial of opportunities within the company or harassment of an individual as a result of her/his having made a complaint or having provided evidence regarding the complaint.

C) Responsibility of DBA

It is the responsibility of the owners and all staff members to take immediate and appropriate action to report or deal with incidents of harassment of any type whether brought to their attention or personally observed. Under no circumstances should a legitimate complaint be dismissed or downplayed nor should the complainant be told to deal with it personally.

DBA seeks to provide a safe and healthy environment for all those involved in our programs. Harassment will not be tolerated! If you feel you are being harassed, contact us. We want to hear from you.

Note: A complaint must be filed with the Alberta Human Rights and Citizenship Commission within twelve months of the alleged incident.